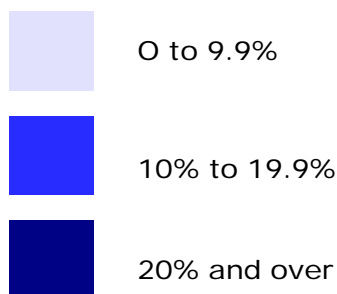
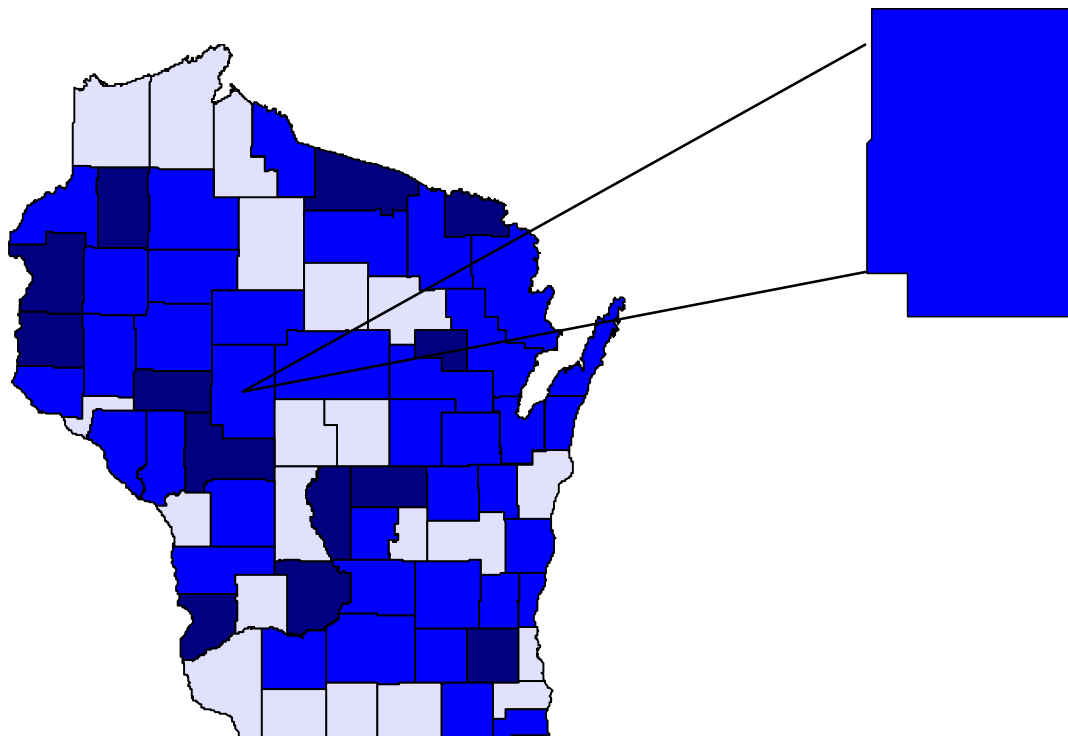


Clark County Workforce Profile

Job Growth 1994 to 1999



**Wisconsin Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Information
October 2001**



State of Wisconsin
Department of Workforce Development

Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Clark County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

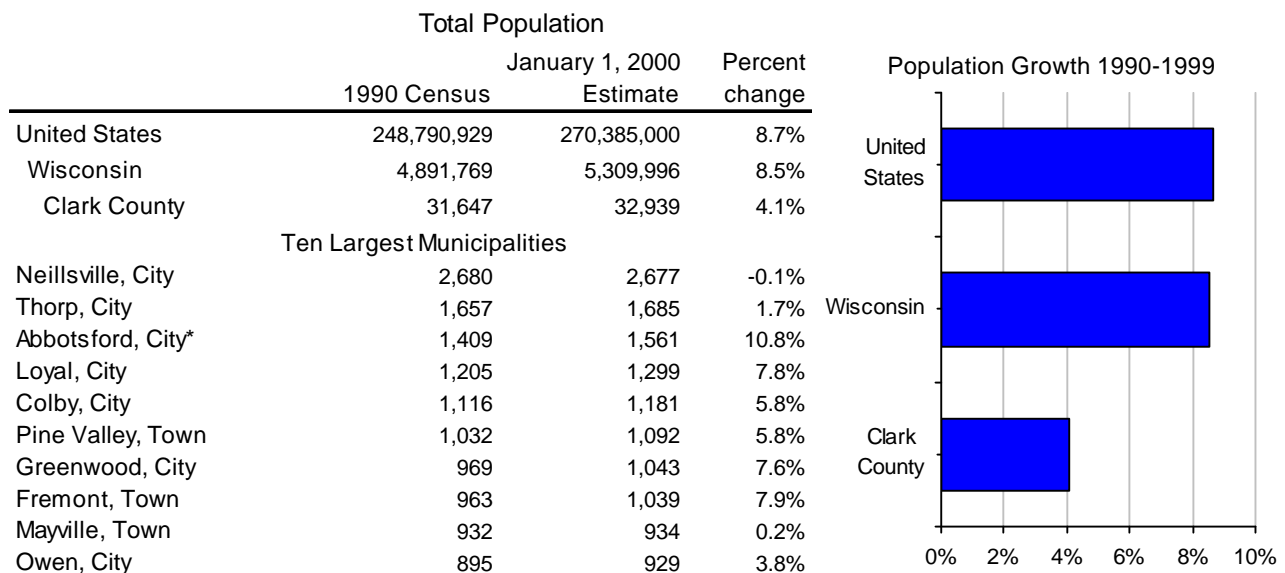
For more detailed information or clarification, please contact your local labor market analyst, Beverly Gehrke, by telephone (715-634-5289) or email (gehrkb@dwd.state.wi.us).

DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

Clark County Population and Civilian Labor Force

The total population in Clark County grew 4.1 percent from 1990 to January 2000, less than both state and national expansion. The largest population increase was in the Clark County portion of the City of Abbotsford. Roughly 12 percent of the increase in county population since 1990 occurred there. Combined with the Marathon County portion, the total population in the City of Abbotsford was 2,088. All of the growth in the population resulted from natural causes (4,483 births vs. 3,186 deaths), while 5 individuals left the county.

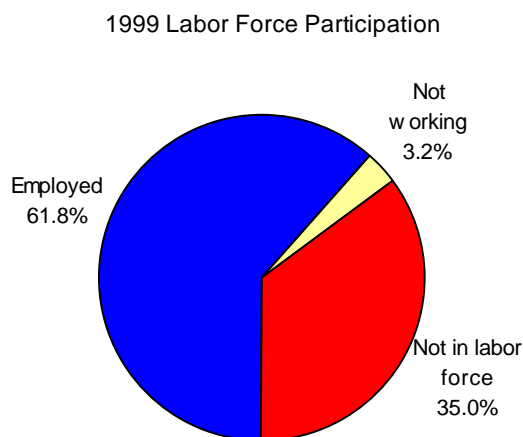
Of the 32,939 residents living in the county at the end of 1999, 24,412 (74%) were 16 years and older. Since 1990, this population segment increased by 1,393, while the segment aged 15 years and under decreased by 100, resulting in a net population increase of 1,292.



Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The segment of the population 16 years and older is important because the U.S. Bureau of Labor Statistics use the age of 16 as the demarcation point for entrants into the potential labor force. The labor force, by definition, includes those who are either working or looking for work, but does not include individuals who have made a choice to not work: retirees, homemakers, and students; nor does it include institutional residents, military personnel, or discouraged job seekers.

Labor force participation increases and contracts with changes in labor market conditions. For example, each spring the Clark County labor force expands as seasonal workers enter the labor market either to begin a job or to start looking for work.



Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

The number of residents aged 16 years and over who are in the labor market determines the labor force participation rate. In 1999, the non-institutional population 16 years and over was 23,860. Of those, 15,500 were actively participating in the labor force and the labor force participation rate was 65 percent. While that is an increase from 1990, it is below the state participation rate of 72.3 and the national rate of 67.1 percent.

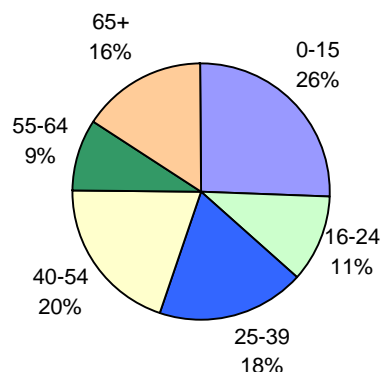
As younger residents age, interest in working and holding a job increases. Teenagers are less likely to participate in the labor force because they are in school. Residents between the ages of 25-54 share the most incentives to work and have the highest participation rates. At 55, however, workers begin to withdraw from the labor market and, by 65, most workers have retired.

The largest group in the labor force age population (16 years and older) in 1990 was the 25-39 year old segment and, by 1999, many had aged into the 40-54 year old group. Even though most of the labor supply was in the prime working age groups, participation in the county labor force was lower than state participation. One reason is that over one-third of the labor force age population in Clark County is over 55 years old compared with 28 percent in the state. The participation rates for 55-64 year olds hover around 60 percent compared with 80-90 percent participation from younger populations. The segment of the population over 55 is projected to increase to over 36 percent by 2010. The labor force will continue to grow, although the additions each year will become smaller and the composition of the labor force will change.

Clark County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	8,628	8,528	-1.2%
16-24	3,327	3,523	5.9%
25-39	6,657	6,054	-9.1%
40-54	4,782	6,566	37.3%
55-64	2,792	3,011	7.8%
65+	5,461	5,258	-3.7%

Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau



Clark County Civilian Labor Force Data

	1994	1995	1996	1997	1998	1999
Labor Force	16,400	16,800	17,100	16,700	16,700	15,500
Employed	15,100	15,700	16,100	15,600	15,700	14,700
Unemployed	1,260	1,110	990	1,080	970	760
Unemployment Rate	7.7%	6.6%	5.8%	6.5%	5.8%	4.9%

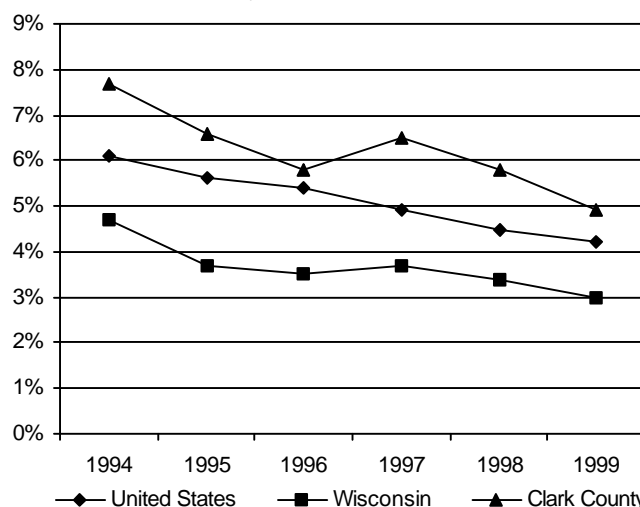
Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

The unemployment rate differs from the percent of the labor force age population not working. The unemployment rate is a percent of labor force participants (65% of the labor force age population in Clark County) who are unemployed and actively looking for work. The number of unemployed in the county includes not only those who are receiving unemployment benefits, but also any resident who actively looked for a job and did not find it.

Out of a total labor force in Clark County in 1999 of 15,500, 4.9 percent were unemployed. This is higher than both the state and national unemployment rates of 3.0 and 4.2 percent, respectively, in 1999. The current rate is also much lower than in the previous year as a result of large reductions in both the number of employed and unemployed in the county.

Fewer residents were employed in 1999 than in any the last five years, some of which is due to unfilled vacancies due to the labor shortage. Since total employment counts individuals (some who work more than one job) it can decline even as the number of wage and salary jobs increases. Also, the number of employed in Clark County includes not only residents who work for employers located both in and beyond

Unemployment Rate Comparison



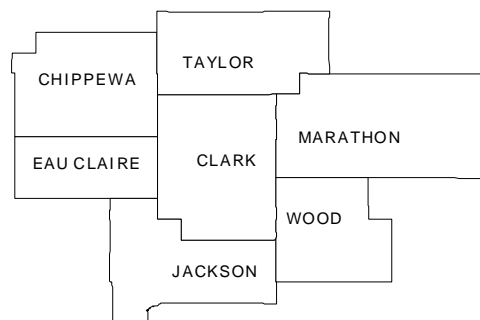
Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

the county boundaries, but all self-employed residents and proprietors. Roughly 33 percent of the number of employed in Clark County are either farm (40%) or nonfarm proprietors. Since 1994, total employed declined by over 400 while the number of proprietors increased 223 during the same time span.

Clark County Commuting Patterns

	Commute To	Commute From	Net Commute
Chippewa County	280	182	-98
Eau Claire County	148	107	-41
Marathon County	1,014	496	-518
Taylor County	377	328	-49
Wood County	1,378	140	-1,238
Elsewhere	539	65	-474
Total	3,736	1,318	-2,418
Commute within County	10,094		

Source: WI DWD, Bureau of Workforce Information. *Wisconsin's Commuting Patterns*, 1994.

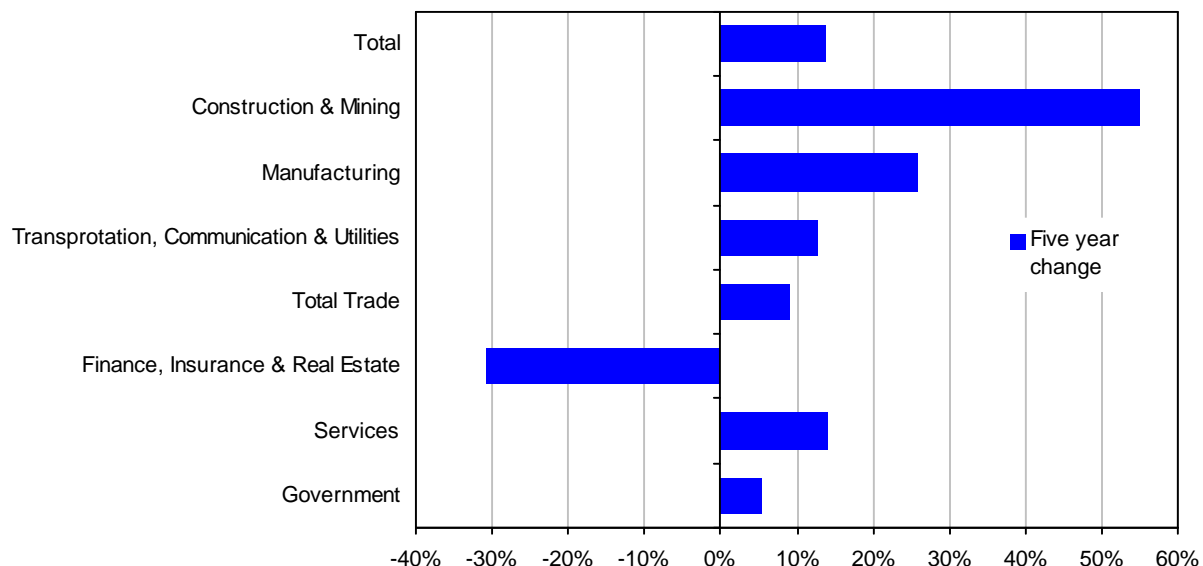


Note: Information on commuting patterns of workers is available only from decennial census data. Since 1990 the number of workers has increased and so has travel on area highways. Until the 2000 census is released, however, the only data we have remains from 1990.

The county labor force includes all employed and unemployed residents who live in the county, even though they may travel out of the county for work. In Clark County more residents left the county for work than entered from neighboring counties. That included over 1,200 residents who commuted to the City of Marshfield in Wood County, the destination for most out-bound workers. One in every three commuters who left Clark County for work were headed for Marshfield where employment in health services in the number one attraction.

For every three people that leave the county for work, only one commutes in from other areas. Most of the county's labor force, however, works for Clark County employers. Roughly 13 percent of the workers who commute within the county work in Neillsville, where four of the county's ten largest employers are located.

Clark County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change	
Total	8,659	9,232	9,437	9,380	9,769	9,861	0.9%	13.9%
Goods Producing	2,691	2,868	2,989	3,079	3,196	3,476	8.8%	29.2%
Construction & Mining	305	253	320	395	424	472	11.2%	54.9%
Manufacturing	2,386	2,614	2,668	2,684	2,772	3,004	8.4%	25.9%
Durable	1,199	1,346	1,430	1,476	1,567	1,705	8.8%	42.2%
Nondurable	1,187	1,268	1,238	1,208	1,205	1,299	7.8%	9.4%
Service Producing	5,968	6,364	6,448	6,302	6,573	6,385	-2.9%	7.0%
Transportation, Communications & Utilities	337	335	337	340	363	380	4.6%	12.7%
Total Trade	1,823	1,981	1,947	2,072	2,161	1,989	-7.9%	9.2%
Wholesale	564	617	663	697	711	621	-12.7%	10.2%
Retail	1,259	1,364	1,284	1,375	1,450	1,368	-5.6%	8.7%
Finance, Insurance, and Real Estate	351	323	295	294	287	243	-15.4%	-30.8%
Services & Misc.	1,479	1,692	1,805	1,574	1,692	1,686	-0.3%	14.0%
Total Government	1,979	2,033	2,063	2,021	2,070	2,088	0.9%	5.5%

Source: WIDWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Note: Nonfarm wage and salary employment measures the number of jobs within a county excluding family farming, military, and proprietors. This data, often referred to as 'place of work' data, indicates the number of jobs at the work site without consideration of where the jobholder lives.

Clark County nonfarm wage and salary employment lagged state growth of 2.4 percent in the one-year interval but exceeded state growth of 11.8 percent in the five-year interval. From 1994 to 1999, county employers added over 1,200. The largest share of those new jobs, 51 percent, came from expansions in manufacturing, especially durable goods production. Manufacturing jobs in Clark County comprise roughly 30 percent of all jobs, an increase from 28 percent in 1994, and more than the share statewide of 22 percent.

Employment growth in the other major industry divisions kept pace with state growth over the five-year interval, but lagged state growth in the last year. There are roughly twice as many jobs in the service-producing sector, and even though growth was not as strong as in the smaller goods producing sector, employers added 420 new jobs since 1994. Many of those new jobs were with services industry employers, who added 210 jobs and wholesale and retail trade employers who added 170 jobs. In the last year, however, both services and trade employers lost jobs.

Clark County's Largest Industries and Employers

Top 10 Industry Groups

Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Educational Services	10	977	-9	11
Executive, Legislative, And General	46	931	14	-17
Food And Kindred Products	17	791	57	74
Industrial Machinery And Equipment	17	771	73	129
Lumber And Wood Products	18	616	5	268
Health Services	20	557	-11	-67
Eating And Drinking Places	43	429	-12	-47
Wholesale Trade-Nondurable Goods	25	372	-15	-77
Social Services	18	371	-21	80
Automotive Dealers & Service Stations	27	329	28	109

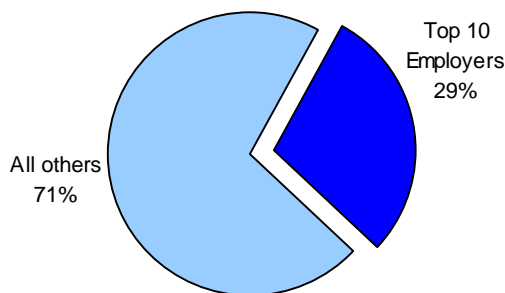
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Top 10 Employers

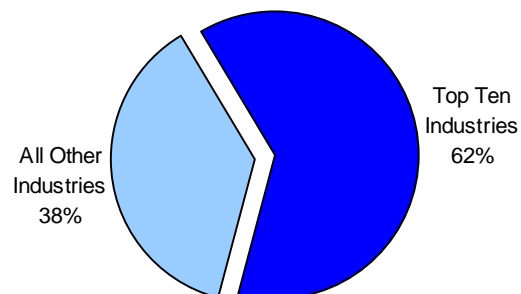
Company	Product or Service	Size
County of Clark	Executive & general government	500-999
Nelson Industries Inc	Industrial eq. products: exhaust systems	500-999
Memorial Hospital Inc	Health care services: hospital	250-499
Weather Shield Mfg Inc	Lumber & wood products: windows	100-249
Liberty Homes, Inc.	Lumber & wood products: homes	100-249
School District of Neillsville	Education	100-249
Colby Public School	Education	100-249
Grassland Dairy Products Inc	Food products: cheese and butter	100-249
Abbyland Pork Pack Inc	Foods products: meat processing	100-249
Leeson Electric Corp	Utility	100-249

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.

Top 10 Employers Share of Nonfarm Employment



Top 10 Industry Groups Share of Nonfarm Employment

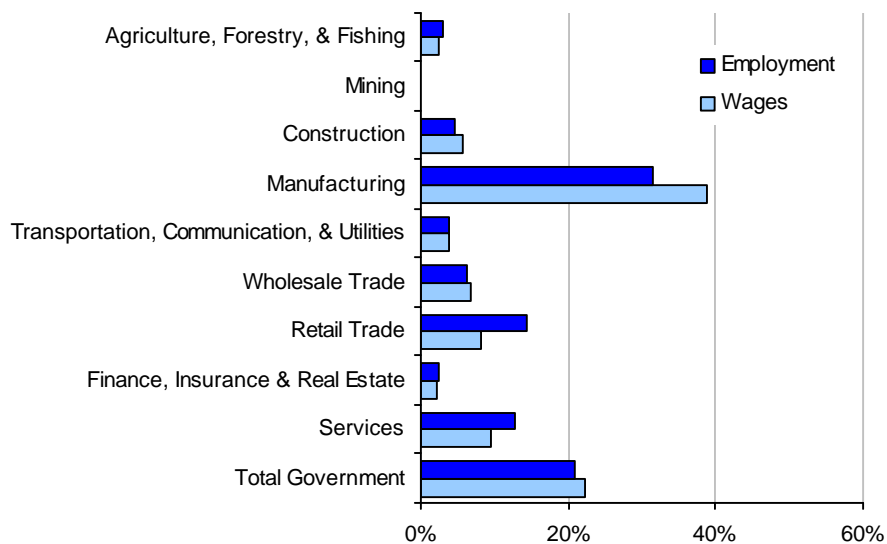


Out of 751 employers in Clark County, the ten largest provide 29 percent of the jobs. The largest employer and second largest industry group is government. This would not be the case, however, if several institutions operated by the county were classified by the services they provide. For instance, the nursing facility would be classified as health care services. The largest industry group, education services, includes both public and private institutions and employment is most often included with the larger government sector since most schools are funded by local taxes. Employment with private education facilities is included in the services industry division. The services industry division is also represented by two other industry groups on the top ten list, health care and social services. The manufacturing division is also represented by three groups: food and kindred, industrial equipment, and lumber and wood products. All services and manufacturing groups are represented on the list of the county's largest employers. Not represented on the list are employers from the industry groups of nondurable goods wholesale trade, and the retail trade groups of eating and drinking places, and food stores. Most of the employers from these groups are small, but together they employ many workers.

Clark County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$22,085	\$29,609	74.6%	2.8%	19.4%	9,605
Agriculture, Forestry, & Fishing	\$17,730	\$21,499	82.5%	2.2%	7.3%	287
Mining	*	\$39,968	*	*	*	*
Construction	\$27,939	\$36,772	76.0%	7.7%	45.3%	432
Manufacturing	\$27,291	\$37,773	72.2%	0.6%	18.6%	3,015
Transportation, Communications, & Utilities	\$22,166	\$34,523	64.2%	6.3%	17.2%	369
Wholesale Trade	\$24,094	\$38,048	63.3%	6.6%	20.9%	600
Retail Trade	\$12,190	\$15,066	80.9%	4.0%	20.0%	1,395
Finance, Insurance, & Real estate	\$20,236	\$37,911	53.4%	-1.3%	21.1%	241
Services	\$16,642	\$26,041	63.9%	3.9%	10.0%	1,219
Total Government	\$23,319	\$32,017	72.8%	2.7%	16.8%	2,020

Total Employment and Wage Distribution by Industry Division



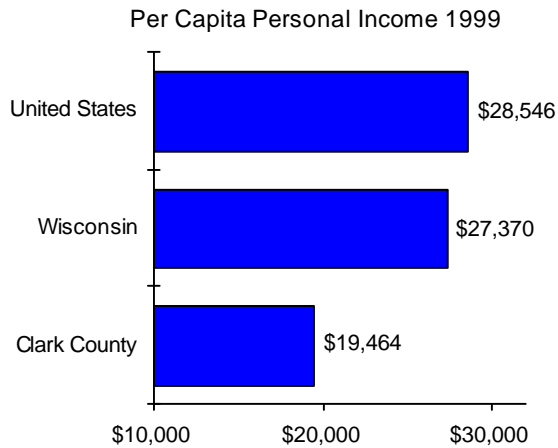
Source: WIDWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211.*

Note – The data from Employment and Wages Covered by Wisconsin's Unemployment Insurance Law differs from employment data in the nonfarm wage and salary estimates because: 1) multi-location employers report all workers and wages at a single site, i.e.. retail franchises; 2) not all employers are covered by the unemployment insurance law and therefore are not included in this data, i.e.. railroads, parochial schools.

As is often the case, the largest share of county employment generated the largest payroll. Manufacturing industries, with 3,016 workers, had a payroll of \$82,281,402. The second highest payroll in Clark County was in government, with \$47,103,915 in wages. Even though government had the second highest payroll, annual average wages for government workers were fourth highest, behind manufacturing, construction and wholesale trade. Retail trade has the third highest number of workers, but because many are part time and wages are low, total payroll was only \$17,005,416. The annual average wage for retail trade workers was the lowest in the county, but was nearest to the average for similar work statewide. Total payroll for all industries was \$212,128,582.

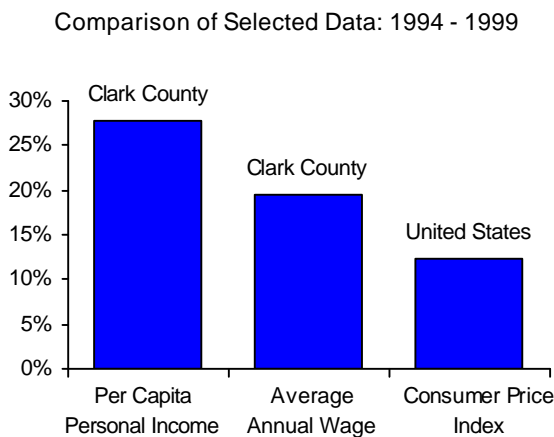
The greatest disparity in wages between Clark County and the state appeared in finance, insurance and real estate. Clark County has no corporate office with upper management, and higher salaries, in this industry. Overall, wages in the county were roughly 75 percent of state annual wage. This is a slight increase over 1998 but is less than in three of the last five years. The increase in county wages in 1999 was less than the 3.8 percent increase in the state over the one-year interval and lagged the state increase of 21.7 percent in the five-year period.

Clark County Wage and Income Data



The per capita personal income (PCPI) includes total income from wages and self-employment, dividends, interest, rent, and transfer payments (social security, insurance, welfare) divided by total population. In 1999, the PCPI in Clark County was 71 percent of the state's, and was higher than only 11 other Wisconsin counties.

The PCPI in Clark County, which increased 27.8 percent in the last five years, exceeded both national and state five-year increases of 26.4 and 26.1 percent, respectively. Annual increases in the PCPI exceeded both national and state increases in only two of the last five years, but not in 1999.



Growth in the county PCPI outpaced the increase in annual average wages. Net earnings from personal income, which includes not only wages of residents (many who work more than one job), but self-employment and proprietor's income, comprise 60 percent of total personal income (TPI) and increased 33 percent from 1994 to 1999. That alone exceeds the rise in annual average wages. But income from assets, which comprise 22 percent of TPI rose 44 percent and transfer payments, which comprise 18 percent of TPI, rose 17 percent. In comparison, net earnings in the state are 67 percent of TPI, assets are 20 percent, and transfer payments are 12 percent.

	Per Capita Personal Income						Percent Change	
	1994	1995	1996	1997	1998	1999	1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Clark County	\$15,228	\$15,806	\$16,755	\$17,123	\$18,837	\$19,464	3.3%	27.8%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data		
	Mean	Median
Bookkeeper/account clerk	\$ 10.37	\$ 10.06
Cashier-checker	6.72	6.40
Industrial production manager	22.31	20.63
Industrial truck op. (fork lift)	11.50	11.17
Janitor/Cleaner	8.70	8.24
Laborer, hand mover-freight/stock	9.20	9.09
Machine feeder/offbearer	8.78	8.63
Maintenance repairer, general	12.43	11.97
Nurse aide	8.74	8.41
Office clerk, general	9.41	9.25
Packaging/filling machine op.	11.85	11.65
Registered nurse	18.54	17.99
Retail salesperson	8.40	7.09
Truck driver, heavy and OTR	14.47	13.39
Woodworking machine setter/ops	9.80	9.68

Source: DWD, Bureau of Workforce Information 1999 OES wage survey for Balance-of-State (non-MSA) counties.

The wages for the selected occupations in this table were reported by employers in non-metropolitan counties in the state who responded to the Occupational Employment Statistics (OES) survey. Employers from all Wisconsin counties participated in the survey but published data was limited to MSAs and a grouping of 'balance-of-state' (BOS) counties. For comparison, the annual average wage of workers in Clark County was 90 percent of that for workers in all BOS counties. However, that varies by industry from 92 percent in the retail trade division to 74 percent in transportation, communication and utilities.

Wages play a critical role in the economy as both workers and employers try to capitalize their worth. The labor shortage has placed additional pressure on wages and those occupations with a mean (average) and median (mid-point) wage relatively close reflect that. Mean wages include both very low and high wages, but as the labor market tightens employers offering low wages migrate closer to the mid-point.